



COMPENSATION PLAN 2023-2024

BOARD APPROVED: July 18, 2023
Revised: April 9, 2024

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It is the policy of the Donna Independent School District, as an equal opportunity educational provider and employer, not to discriminate on the basis of age, color, handicap, or disability, national origin, marital status, race, religion, or sex in its educational programs and activities.

Donna ISD

2023 - 2024 New Hire Guide for Teachers, and Nurses (RN)

Proposed salary increase +1400

22/23 Years of Experience	New Hire Salary 22-23	23/24 Years of Experience	New Hire Salary 23-24
		0	\$56,250
0	\$55,050	1	\$56,450
1	\$55,250	2	\$56,650
2	\$55,750	3	\$57,150
3	\$56,250	4	\$57,650
4	\$56,500	5	\$57,900
5	\$56,750	6	\$58,150
6	\$57,050	7	\$58,450
7	\$57,723	8	\$59,123
8	\$58,023	9	\$59,423
9	\$58,818	10	\$60,218
10	\$59,070	11	\$60,470
11	\$59,518	12	\$60,918
12	\$60,018	13	\$61,418
13	\$60,518	14	\$61,918
14	\$61,018	15	\$62,418
15	\$61,518	16	\$62,918
16	\$62,018	17	\$63,418
17	\$62,618	18	\$64,018
18	\$63,218	19	\$64,618
19	\$63,818	20+	\$65,218
20+	\$64,418		

Note:

- Registered Nurse – 187 days COVID Nurse – 221 days

This schedule illustrates minimum salaries only. Some employees are paid more than these amounts for additional duty days or stipends. Salary schedules are developed for one year only. Future salaries cannot be predicted from this schedule.

Approved Administrative Professional Pay Plan - Donna ISD

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$220.28	\$267.00	\$313.73
	Liaison (Parent/Comm. Migrant), Truancy Officer	202	202	\$44,496	\$53,934	\$63,373
	Coordinator, 21st Century	217	217	\$47,800	\$57,939	\$68,079
	Specialist- Energy Management	221	221	\$48,681	\$59,007	\$69,334
	Lead Maintenance Supervisor, Specialist (Accounting CNP)	221				
Pay Grade 2			Daily	\$262.13	\$317.73	\$373.33
	Speech Lang Path – Asst.	187	187	\$49,018	\$59,415	\$69,812
	Financial Aide Facilitator	197	197	\$51,639	\$62,592	\$73,546
	At-Risk Social Worker	197	202	\$52,950	\$64,181	\$75,412
	Strategist, Migrant Strategist	202	221	\$57,930	\$70,218	\$82,505
	Accountant -Federal Programs & CNP, Specialist: Programmer/Analyst	221				
Pay Grade 3			Daily	\$309.86	\$373.33	\$436.80
	Librarian	197	197	\$61,042	\$73,546	\$86,049
	Coordinator: Curriculum, Discipline	202	202	\$62,591	\$75,412	\$88,233
	Counselor: ES & DAEP	202	212	\$65,690	\$79,145	\$92,601
	Counselor: MS, Spec. Ed.	207	207	\$64,141	\$77,279	\$90,417
	Licensed Professional Counselor: Middle School	202	221	\$68,479	\$82,505	\$96,532
	Strategist: Content, Bilingual, Dyslexia, P.E., CCMR, Fine Arts	202				
	Athletic Trainer	202				
	Coordinator: Migrant Family Services	212				
	Master Technology Instructor; Specialist in School Psychology	212				
	Coordinator: PEIMS, Federal Programs	221				
	Dietician; Network Administrator	221				
	LPC- Adult Wellness	221				
	Lead Athletic Trainer, Multi-Media Communication Specialist	221				
Pay Grade 4			Daily	\$324.93	\$393.86	\$462.79
	Diagnostician/LSSP Intern	192	192	\$62,386	\$75,621	\$88,855
	Assistant Principal Elementary	202	202	\$65,635	\$79,559	\$93,483
	HS Counselor, Dual Language Counselor	207/212	207	\$67,261	\$81,529	\$95,798
	Licensed Specialist, Child Mental Health	202	212	\$68,885	\$83,498	\$98,111
	Coordinator: Early Childhood, Child Nutrition	221	221	\$71,809	\$87,043	\$102,276
	DAEP Dean of Instruction, Attendance	221				

Approved Administrative Professional Pay Plan - Donna ISD

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 5			Daily	\$342.80	\$415.52	\$488.24
	Speech Language Pathologist, Therapist: Occupational, Physical	187	187	\$64,103	\$77,702	\$91,300
	Assistant Principal, Middle School	202	202	\$69,245	\$83,935	\$98,624
	LSSP	212	212	\$72,673	\$88,090	\$103,506
	Coordinator: Payroll, ESSER, Safety Training & Emergency Management,	221	221	\$75,758	\$91,829	\$107,901
	Dean of Instruction - Middle School	221				
	Police Chief	221				
	Supervisor: Accts. Payable/Human Resources/Accounting, Warehouse & Textbook/Soc. Emot. Learning	221				
Pay Grade 6			Daily	\$361.66	\$438.37	\$515.08
	Assistant Principal: High School	202, 221	202	\$73,055	\$88,550	\$104,046
	Assistant Principal: T-STEM Coordinator, Dual Language	212	212	\$76,671	\$92,934	\$109,196
	Dean of Instruction, High School	221	221	\$79,926	\$96,879	\$113,832
	Director: Instructional, Grant Writer, & HS Band	221				
	Public Relations Officer	221				
	Supervisor, Special Education	221				
Pay Grade 7			Daily	\$385.16	\$466.86	\$548.56
	Principal Elementary, Principal DAEP	212, 221	212	\$81,653	\$98,974	\$116,294
	Director: Benefits/Safety & Risk, Adv. Academic Services, CTE, Child Nutrition Services, HR, Testing & Eval, Tech, Transportation, Academic Support, Fed Programs, Bilingual, Purchasing, Finance, Custodial Svcs, Head Football Coach PEIMS Director, Parent Involvement, Health Services	221	221	\$85,120	\$103,176	\$121,231
	Director: 21st Century/Grant Officer	226	226	\$87,046	\$105,510	\$123,974
Pay Grade 8			Daily	\$410.20	\$497.21	\$584.22
	Director - Special Education	221	221	\$90,654	\$109,883	\$129,112
	Principal - Middle School	221				
Pay Grade 9			Daily	\$445.06	\$539.47	\$633.88
	Athletic Director	221	221	\$98,358	\$119,222	\$140,087
	Chief of Operations, HS Principal	221				
	Executive Director: Curriculum, Data Evaluation	221				
Pay Grade 10			Daily	\$518.50	\$628.48	\$738.46
	Assistant Superintendent: Human Resources, Business & Finance, Educational Services	221	221	\$114,588	\$138,894	\$163,199
Pay Grade 11			Daily	\$612.92	\$738.46	\$864.00
	Deputy Superintendent	221		\$135,455	\$163,200	\$190,944

Approved Instructional Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$14.00	\$17.00	\$20.00
	Instructional Aide: General, BIA	182	182	\$20,384	\$24,752	\$29,120
	Parent Center Educator	182				
Pay Grade 2			Daily	\$14.50	\$17.79	\$21.08
	Instructional Aide: Special Ed. Inclusion, Technology, Resource, Migrant Student Liaison	182	182	\$21,112	\$25,902	\$30,692
	Library Aide	187	187	\$21,692	\$26,613	\$31,535
Pay Grade 3			Daily	\$15.15	\$18.59	\$22.03
	Instructional Aide, Self-Contained, Life Skills, Early Childhood/PPCD, Nurse Aide	182	182	\$22,058	\$27,067	\$32,075
Pay Grade 4			Daily	\$16.15	\$19.81	\$23.47
	Instructional Aide/Sped, Bachelor's Degree	182	182	\$23,514	\$28,843	\$34,172
	Library Aide, Bachelor's Degree	187	187	\$24,160	\$29,635	\$35,111
	Parent Center Educator, Bachelor's Degree	182				
Pay Grade 5			Daily	\$18.25	\$22.39	\$26.53
	Drill Instructor: MS/HS Non-Military,	182	182	\$26,572	\$32,600	\$38,627
	Campus Licensed Vocational Nurse	187	187	\$27,302	\$33,495	\$39,688
	COVID LVN	221	221	\$32,266	\$39,585	\$46,905
Pay Grade 6			Daily	\$21.25	\$26.07	\$30.89
	Instructional Aide, Fine Arts (Mariachi)	182	182	\$30,940	\$37,957	\$44,975
Pay Grade 7			Daily	\$25.25	\$30.98	\$36.71
	Certified Occupational Therapy Assistant	187	187	\$37,774	\$46,346	\$54,918
	Physical Therapist Assistant	187				

Approved Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$14.25	\$17.25	\$20.25
	Clerk: File/Records Special Ed.	182, 202	182	\$20,748	\$25,116	\$29,484
	Receptionist: HS & Child Nutrition Program	221	202	\$23,028	\$27,876	\$32,724
			221	\$25,194	\$30,498	\$35,855
Pay Grade 2			Daily	\$15.00	\$18.18	\$21.36
	Clerk: Liaison attendance	182	182	\$21,840	\$26,470	\$31,100
	Clerk: Attend(MS/HS), Elem Counselor, Student Engagement Specialist	192	192	\$23,040	\$27,924	\$32,808
	Clerk: Asst Prin (MS/HS), HS Clerk, Curriculum (MS/HS), Clerk Curriculum Specialist, Dean of Inst, Sped. Ed.(campus)	202	202	\$24,240	\$29,378	\$34,517
	Clerk: Asst Prin (MS/HS), HS Clerk, Curriculum (MS/HS), Clerk Curriculum Specialist, Dean of Inst, Sped. Ed.(campus)	202	217	\$26,040	\$31,560	\$37,080
	Liaison: Family & Engagement; Spec Family Engagement	217	221	\$26,520	\$32,142	\$37,764
	Family Engagement Specialist	217				
	Liaison: Parent/Community Migrant, Migrant Recruiter	221				
	Receptionist: Administration/Business Office	221				
Pay Grade 3			Daily	\$16.15	\$19.58	\$23.01
	Clerk: Campus Attendance/PEIMS, SPED	202	202	\$26,098	\$31,641	\$37,184
	Clerk: Federal Programs, PEIMS	202, 221	212	\$27,390	\$33,207	\$39,025
	Clerk: Bilingual, PEIMS/Community Liaison, Testing/Evaluation	212	221	\$28,553	\$34,617	\$40,681
	Clerk: Administrative Information Systems (AIS), Athletics, Fine Arts, Federal Programs, PEIMS Dept, Technology, CNP Inventory Clerk HR, Textbook/Warehouse, Data Entry, Records, Student Support Safety & Risk Management	221				
	Assistant Registrar H.S.	221				
	Specialist: Data (NGS Migrant)	221				
Pay Grade 4			Daily	\$17.65	\$21.39	\$25.13
	Secretary: Curriculum (High School)	202	202	\$28,522	\$34,566	\$40,610
	Bookkeeper-Campus, Clerk: Payroll (CNP),CNP Food Prod Rec, Meal Accountability Clerk, Purchasing, Registrar-High School	221	221	\$31,205	\$37,817	\$44,429
	Registrar, High School	221				
	Secretary: Administrative Information Sys., Athletics, Curriculum (High School), Advanced Academics, Health Related Services, Migrant Programs, Parental Involvement, Records, JROTC, Fine Arts, Student Engagement, Academic Support, PR Secretary, CNP Inventory Control Specialist,	221				

Approved Clerical Support Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 5			Daily	\$19.15	\$23.20	\$27.25
	Attendance Officer: HS, Recruitment (ARO)	202	202	\$30,946	\$37,491	\$44,036
	Secretary: Elementary, Campus	212	212	\$32,478	\$39,347	\$46,216
	Secretary: Academic Officer, Athletics, Bilingual, CTE, Child Nutrition Services, Curriculum & Instruction, MS, DAEP, Custodial, Transportation, Technology, Special Ed., Purchasing, Testing/Evaluation, Federal/SCE Programs, Police Department, Fine Arts, Maintenance, PEIMS	221	221	\$33,857	\$41,017	\$48,178
	Bookkeeper Transportation	221	226	\$34,623	\$41,945	\$49,268
	Data Analyst	221				
	Secretary: 21st Century	226				
Pay Grade 6			Daily	\$20.40	\$24.74	\$29.04
	Clerk: Accounts Payable, Payroll	221	221	\$36,067	\$43,740	\$51,342
	Secretary-Principal HS, Specialist-Child Nutrition	221				
	Specialist, Inventory Control (CNP)	221				
Pay Grade 7			Daily	\$21.75	\$26.36	\$30.97
	Specialist: Senior Accounts Payable, Benefits, HR, Payroll Specialist, Purchasing	221	221	\$38,454	\$46,604	\$54,754
	Technician, Computer, Help Desk, Software Specialist, Finance Secretary/Bookkeeper, Network Technician, CNP Maintenance Technician	221				
Pay Grade 8			Daily	\$23.60	\$28.60	\$33.60
	Computer Technician Supervisor, SR. Computer Technician, Cybersecurity Specialist	221	221	\$41,725	\$50,565	\$59,405
	Safety Representative	221				
	Secretary: Asst. Superintendent, Executive Director	221				
Pay Grade 9			Daily	\$27.50	\$33.12	\$39.14
	Senior Network Technician	221	221	\$48,620	\$58,556	\$69,200
	Superintendent Secretary					

Approved Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 1			Daily	\$14.00	\$17.00	\$20.46
	Bus Aide	185	185	\$20,720	\$25,160	\$30,280
	Cafeteria Worker	187	187	\$20,944	\$25,432	\$30,608
	Bus Aide (Year Round), Custodian	253	253	\$28,336	\$34,408	\$41,411
					Auxiliary Substitutes	\$10.50
					Bus Driver Substitutes	\$13.65
					Evening Cafeteria Worker	\$21.00
Pay Grade 2			Daily	\$14.50	\$17.68	\$20.86
	Security Officer: Campus	182	182	\$21,112	\$25,742	\$30,372
	Clerk/Driver (Warehouse), Non-CDL	185	185	\$21,460	\$26,166	\$30,872
	Driver/Bus Aide		187	\$21,692	\$26,449	\$31,206
	Cafeteria-Driver	187	253	\$29,348	\$35,784	\$42,220
	Custodian (Assistant Head), Mail Runner, Maintenance (General), Worker (Warehouse), Security Officer (Night)	253				
Pay Grade 3			Daily	\$15.15	\$18.48	\$21.81
	Deep Cleaning Specialist, Night Supervisor (Security), Parts Clerk, Custodian (Head ES)	253	253	\$30,663	\$37,403	\$44,143
Pay Grade 4			Daily	\$15.90	\$19.39	\$22.88
	Armed Security Officer	182	182	\$23,150	\$28,231	\$33,313
	Cafeteria, Manager: ES/AEP	198	198	\$25,185	\$30,713	\$36,242
	Custodian (Head Secondary), Groundskeeper: Stadium/General Maint., Inventory Clerk/Dispatcher, Oil Lube/Mechanic	253	253	\$32,181	\$39,245	\$46,309
Pay Grade 5			Daily	\$16.70	\$20.36	\$24.02
	Cafeteria Manager, MS	198	198	\$26,452	\$32,250	\$38,047
	Lead Groundskeeper, Painter	253	253	\$33,800	\$41,208	\$48,616
Pay Grade 6			Daily	\$18.03	\$21.99	\$25.95
	Cafeteria: Manager HS	198	187	\$26,972	\$32,897	\$38,821
	Clerk-Fixed Assets, Dispatcher (Police)	221	198	\$28,559	\$34,832	\$41,104
	Carpenter, Route Dispatcher, Landscaping/Irrigation Technician, Vehicle Mechanic (White Fleet), Welder, Auto Body Repair	253	221	\$31,877	\$38,878	\$45,879
			253	\$36,492	\$44,507	\$52,522

Approved Auxiliary Pay Plan

Pay Grade	Job Title	Calendar	Minimum	Midpoint	Maximum	
Pay Grade 7			Daily	\$19.57	\$23.87	\$28.17
	Technician: Audio/Sound	221	221	\$34,600	\$42,202	\$49,804
	HVAC Technician, Locksmith, Plumber, Electrician (Journeyman), Technician: Waste Water	253	253	\$39,609	\$48,312	\$57,016
Pay Grade 8			Daily	\$21.64	\$26.39	\$31.14
	Police Officer	187, 221	187	\$32,373	\$39,479	\$46,585
	Coordinator: Inst Materials,	221	212	\$36,701	\$44,757	\$52,813
	Maint. Project Manager	221	221	\$38,259	\$46,657	\$55,050
			253	\$43,799	\$53,413	\$63,027
	Supervisor: Asst. Warehouse, Warehouse (CNP)	221				
	Electrician: Certified/Master, Plumber (Master), HVAC Technician (Licensed), Vehicle Mechanic- Diesel, Transportation: Shop Foreman, Coordinator: Pest Control	253				
	Asst. Supervisor(Transportation)	253				
	Supervisor: Custodial.	253				
Pay Grade 9			Daily	\$25.75	\$31.40	\$37.05
	Police Sergeant	221	221	\$45,526	\$55,515	\$65,504
	Supervisor: Maintenance, Transportation	253	253	\$52,118	\$63,553	\$74,989
Pay Grade BD			Daily	\$18.00	\$21.95	\$25.90
	Bus Driver	185, 253	185	\$26,640	\$32,486	\$38,332
	Bus Driver/Parts Inventory	253	253	\$32,688	\$39,873	\$52,421

Approved Auxiliary Pay Plan

STIPENDS

Any employee scheduled to receive any type of extra duty, supplemental, flat or assigned stipend, and who separates from the district or from the extra duty assignment prior to the completion of the number of contracted workdays or from the duration of the extra duty assignment, the stipend will be pro-rated based on the actual number of days worked.

Payment Schedule

Type of stipend	Stipend Description	When is it paid
Extra Duty/Supplemental	Curriculum Writing (function code), ESSER Retention Perfect Attendance Bus Driver, Perfect Attendance Teacher, English-Spanish Translation, Extended Day, Professional Development, Federally Funded Part-Time Positions, Summer Compensation, Stadium Workers, Gate Keepers, Tickets, Police, Security, Stadium Workers, Student workers, Substitute Teachers.	At the end of work cycle, end of semester
Flat	Bilingual/ESL Teacher, Certified/Endorsed SPED Teacher, GT Teacher, Lead Teacher, Battle of the Books, Special Olympics, UIL Aces, First Lego League, Dyslexia Teacher, Spelling Bee Coach, Emergent Bilingual Team Teacher, Lead Teacher, Year book Sponsor, AVID Coordinator, National Junior Honor Society/ National Honor Society, First Tech Challenge, Cosmetology, Culinary, Health Science, Welding, Agricultural, Engineering, CTSO Sponsor, CTSO 2 nd Sponsor, CTSO State, CTSO National, Ambassador Sponsor, Student Council, UT on Ramps, College Bridge (June), Orientation and Mobility, Master’s Degree, National Board Certified, Doctorates Degree, Mentor Teacher, Mentor Principal, A Rating Campus, Wellness Program Campus Facilitator, Digital Communication Manager, School Nurse Mentor, Returning Stipend, STAAR/EOC Teachers, Co-Teaching	At the end of the school year
Assigned	Visually Impaired Teacher, Travel Stipend, Fine Arts Stipends, Athletic Stipends, Fine Arts	monthly

Stipends

Elementary School Academic Stipends	
Bilingual Teacher	\$2,000
Certified/Endorsed Special Education Inclusion Teacher	\$1,500
Certified/Endorsed Special Education Life Skills Teacher	\$2,000
GT Teacher	\$2,000
Lead Teacher	\$2,000
Curriculum Writing	\$30 per hour
Battle of the Books	\$300
Special Olympics	See Appendix/Link
U.I.L. ACES	\$500
First Lego League	\$500
Dyslexia Teacher	\$2,000
Spelling Bee Coach	\$300
ESSER Retention	See Appendix/Link
ESSER II Additional Duties	See Appendix/Link

Middle School Academic Stipends	
Certified/Endorsed ESL Teacher	\$1,000
Lead Counselor	\$500
Certified/Endorsed Special Education Life Skills Teacher	\$2,000
Certified/Endorsed Special Education Inclusion Teacher	\$1,500
Dual Language Team Teacher	\$2,000
Math – STAAR	\$2,500
Science – STAAR	\$2,500
English Language Arts –STAAR	\$2,500
8th Social Studies - STAAR	\$2,500
Lead Teacher	\$2,000
Curriculum Writing	\$30 per hour
Yearbook Sponsor	\$200
Spelling Bee Coach	\$300
Battle of the Books	\$300
Special Olympics	See Appendix/Link
AVID Coordinator (1- MS/HS)	\$1,500
National Junior Honor Society	\$1,000
U.I.L.	\$750
First Lego League	\$500
First Tech Challenge	\$1,200
ESSER Retention	See Appendix/Link
ESSER II Additional Duties	See Appendix/Link

High School Academic Stipends			
Certified/Endorsed ESL Teacher	\$150 per period	English Language Arts- STAAR & EOC Tested Areas	\$2,500
Dual Language Team Teacher	\$2,000	US History	\$2,500
Certified/Endorsed Special Education Teacher	\$1,500	Lead Teacher	\$2,000
Certified/Endorsed Special Education Life Skills Teacher	\$2,000.00	Curriculum Writing	\$30 per hour
Cosmetology- CTE	\$5,000	Yearbook Sponsor	\$1,500
Culinary - CTE	\$5,000	Ambassadors Sponsor	\$1,500
Health Science - CTE	\$10,000	Battle of the Books	\$300
Welding - CTE	\$7,000	Special Olympics	See Appendix/Link
Agricultural - CTE	\$1,000	AVID Coordinator (1- MS/HS)	\$1,500
Engineering	\$5,000	National Honor Society	\$1,000
Math- STAAR & EOC Tested Areas	\$2,500	Student Council	\$1,000
Science- STAAR & EOC Tested Areas	\$2,500	VASE (visual arts & scholastic events)	\$1,000
CTSO Sponsor	\$1,200	U.I.L.	See Appendix
CTSO 2nd Sponsor	\$500	College Bridge - TCLAS	\$100/student
CTSO - State	\$300	UT On Ramps	\$350 per section
CTSO - National	\$500	ESSER Retention	See Appendix/Link
First Tech Challenge	\$1,200	Lead Counselor	\$1,500

Stipends

Special Education Stipends	
Orientation and Mobility	\$3,000
Teacher for the Visually-Impaired	\$5,250
Teacher Hard of Hearing	\$5,250

Perfect Attendance / Travel	
Perfect Attendance - Bus Driver	\$400 per semester
Perfect Attendance - Teacher	\$400 per semester
Travel Expense Stipend	See Appendix/Link

Education & Leadership	
Master's Degree	\$3,000
National Board Certified	\$3,000
Doctorates Degree	\$2,000
Mentor Teacher	\$600
Mentor Principal	\$1,000
A Rating Campus	See Appendix/Link
Wellness Program Campus Facilitator	\$400
Digital Communication Manager	\$2,000
School Nurse Mentor	\$200
English - Spanish Translation	\$30 per hour

Fine Arts Stipends

Positions	Department	1st Assignment	2nd Assignment	3rd Assignment
1st Assistant Director	Band	\$16,000		
Middle School Head Director x2	Band	\$15,000		
Woodwind Coordinator	Band	\$12,000		
2nd Assistant Director	Band	\$12,000	\$9,000	\$9,000
Middle School 1st Assistant Director x2	Band	\$12,000	\$9,000	\$9,000
Assistant Directors x 2-3	Band	\$11,500	\$8,500	\$8,500
Jazz Band Director	Band	\$4,000	\$3,000	\$3,000
Director of Choir	Choir	\$8,100		
Assistant Director of Choir	Choir	\$5,000	\$3,000	\$3,000
Head Choir Director (Middle School)	Choir	\$5,000	\$3,000	\$3,000
Dance/D'ette/Spearettes/Folk	Dance	\$14,000		
Dance Instructor (Middle School)	Dance	\$5,000	\$3,000	\$3,000
Director of Mariachi	Mariachi	\$8,100	\$5,100	\$5,100
Conjunto Director	Mariachi	\$4,000	\$3,000	\$3,000
H.S. Theater Arts Director	Theater	\$10,100		
Assistant Theater Arts Director	Theater	\$8,100		

EXTRA DAYS: Paid at the appropriate step on the State Minimum Salary Schedule.

Stipends

Athletics Stipends

Football	
Varsity Football Offensive Coordinator	\$15,000
Varsity Football Defensive Coordinator	\$15,000
Special Teams Coordinator	\$15,000
Varsity/IV Football Assistant	\$9,500
9th Grade Head Football	\$8,000
9th Grade Assistant Football	\$6,500
Middle School Football Assistants	\$3,100

Volleyball	
Head Varsity	\$10,000
Varsity Assistant	\$6,000
Sub-Varsity Assistants	\$5,500
Middle School	\$2,750

Basketball, Soccer, Baseball, Softball	
Head	\$8,000
Varsity Assistant	\$4,000
Sub-Varsity Assistant	\$3,500
Middle School	\$2,500

Track & Field	
Head	\$8,000
Varsity Assistant	\$4,000
Middle School	\$2,500

Cross Country Boys & Girls	
Head	\$10,000
Varsity Assistant	\$6,000
Middle School	\$2,500

Tennis Boy & Girls (one coach each) all year	
Head Coach	\$11,500
Varsity Assistant Coach Team Year Round	\$8,500
Spring/Fall Varsity Asst	\$ 4000

Golf Boy & Girls (one coach each)	
Head	\$11,500
Year Round Varsity Asst. Coach	\$8,500
Middle School	\$2,500

Powerlifting	
Head Coach	\$8,000
Varsity Assistant Boys & Girls	\$4,000

Wrestling Boys & Girls (one coach each)	
Head Coach	\$9,000 for both
Varsity Assistant Boys & Girls	\$4,000

Other Athletic Personnel			
Asst. Athletic Coordinator (High School)	\$8,500	Equipment (1)	\$2,750
Athletic Coordinator (Middle School)	\$2,800	Video (4)	\$1,000
High School Varsity Cheerleader Sponsor (1)	\$10,500	Strengthening & Conditioning Coordinator (2) (B&G)	\$3,500
High School JV - 9th Grade Cheerleader	\$6,750	Athletic Trainer Coordinator (1 each)	\$3,500
Middle School Cheerleader Sponsor	\$2,200	Off-Season Coordinator (2) (B&G)	\$2,750

Athletic Stipend Protocol can be found in the appendix of this document

Supplemental/Extra Duty

Active employees who perform certain duties outside of their normal responsibilities throughout the course of the school year are eligible for additional earnings outlined in the Supplemental Duty Salary Scale. These earnings are called extra duty pay. Extra duty pay is disbursed upon completion of the requested duties.

Extended Day/Year, Professional Development, & Other Federally Funded Part-Time Positions

(Regular Day, After School & Saturday Tutorial, Summer School & Other Programs)

Position	Summer School	Regular Day	Extended Day/ Saturday
Summer School "Principal"	Stipend: \$1,500	n/a	N/A
Dean of Instruction/Asst Prin/CS	\$1,000	n/a	N/A
Counselor	\$1,000	n/a	N/A
Registered Nurse	\$30.00	n/a	\$30.00
Teacher	\$35.00	n/a	\$30.00
Summer School Campus Secretary	\$500	n/a	N/A
Secretary (rate for non-campus secretary)	\$12.00	n/a	*Regular Rate
Licensed Vocational Nurse (LVN)	\$12.00	n/a	*Regular Rate
Clerk	\$10.00	n/a	*Regular Rate
Teacher Assistant	\$12.00	n/a	*Regular Rate
Tutors			
Full-time Cert. Tea.	\$30.00	\$30.00	\$35.00
Retired Cert. Teacher/Degreed	\$25.00	\$25.00	\$30.00
College Student (48 + hours)	\$12.00	\$12.00	\$14.00
21 st Cent/ACE College Student (48+ hours)	\$12.00	n/a	\$12.00
21 st Cent/ACE Degreed College	\$25.00	n/a	\$25.00
Bus Drivers	Regular Rate	n/a	*Regular Rate
CNP Managers	Reg. Rate	n/a	*Regular Rate
CNP Workers	Reg. Rate	n/a	*Regular Rate
Security Guard	Reg. Rate	n/a	*Regular Rate
Parent Attendance Helpers	\$9.00	n/a	N/A

*Extended Day and Saturday programs will pay regular rate and time and a half after a 40-hour work week. Summer pay for all hourly employees will be a flat rate. Summer School Includes: PK-K Bilingual, Summer School Programs (1st-12th), Project Smart-Math Plus and ELDA Program, Grants: Pay must be based on the above pay schedule.

Supplemental/Extra Duty

Professional Development (Certified Only)

Saturday full day \$200/ Saturday half day \$100

Out Of Calendar Or Weekend Pay

Out of calendar and weekend pay requests must be submitted and approved before work commences. No employee is to accumulate more than 40 hours per week without extra pay approval

Summer Compensation Rates for Special Education Personnel

Summer evaluation conducted by an Educational Diagnostician or Speech Language Pathologist	\$400/eval
Summer evaluation conducted by a Licensed Specialist in School Psychology or a Teacher of Visual Impairment	\$500/eval
Summer evaluation of Orientation & Mobility conducted by a Certified Orientation & Mobility Specialist	\$300/eval
Summer ARD meeting with participation by an Educational Diagnostician, Speech Language Pathologist to address a student with a speech only impairment or a Licensed Specialist in School Psychology	\$70/ARD
Summer ARD meeting with participation by a Speech Language Pathologist to address a student with a speech impairment as a secondary or tertiary disability	\$35/ARD
Summer ARD/Individual Family Service Plan (IFSP) meeting with participation by a Teacher of Visual Impairment	\$70/ARD/ IFSP

Summer evaluation rates and summer ARD meeting rates are contingent on the funding allotments and allowable activities set forth by the Special Education Fiscal Support Round 1 and Round 2 Performance Contracts. All summer evaluation activities and summer ARD meetings must be conducted after the employee's working contract has ended for the school year.

Supplemental/Extra Duty

Extra Duty Pay/Stadium Workers/Gate Keepers/Tickets and Police/Security

Police	Prof. Police	All Sports/All level Games	*Regular Rate
Security	Para-Security	All Sports/All level Games	*Regular Rate

Football Stadium Workers	Announcer	Varsity Football Track meet	\$125 Flat Rate \$150 Flat Rate
	Spotter		\$ 50 Flat Rate
	Announcer	Sub-Varsity/Middle School Football	\$ 50 Flat Rate
	Announcer	All other Varsity/Sub-Varsity/Middle School Sports (Softball, Baseball, etc.)	\$ 50 Flat Rate
	Game Clock Operator	Varsity Football 9 th /JV Football Middle School 6 or 8 min. Quarters	\$75 Flat Rate \$50 Flat Rate \$40 Flat Rate
	25. Sec/ 40 Sec Clock Operator	Varsity Football	\$60 Flat Rate
	Ticket Booth Seller at Gate Online Ticket Seller at Gate	Varsity Football	\$100 Flat Rate \$60 Flat Rate
	Ticket Takers/Scanners at Gate	Varsity Football	\$45 Flat Rate
	Stadium Ushers	Varsity Football	\$45 Flat Rate
	Gate Keepers inside Stadium	Varsity Football	\$45 Flat Rate
	Electrician	Varsity Football	*Regular Rate
	Plumber	Varsity Football	*Regular Rate
	Football Game Accountants	Varsity Football	\$125 Flat Rate
	Head Video Operator	Varsity Football	\$115 Flat Rate
Video Crew	Varsity Football	\$100 Flat Rate	

Game Workers for Other Sports	Online Ticket Seller/Scanner Cash Ticket Seller	Varsity Sub-Varsity and Middle School	\$25 per game (Varsity) \$20 per game (Sub/MS)
	Score Book and Clock Operator	Varsity Sub-Varsity and Middle School	\$25 per game (Varsity) \$20 per game (Sub/MS)
Game Depositor	Cash Ticket Sales Depositor	All Level Games	*Regular Rate 2 Hr. Max

	Referee/Starter/Back Up Starter	Varsity, Sub-Varsity and Middle School Track/Cross Country	RGV Tournament/Meet Rates
	Video Operator		\$300 Flat Rate

Supplemental/Extra Duty

Meet workers for Track Meets	Ticket Scanner/Online Ticket Seller and Cash Ticket Seller		\$10.00 per team not to exceed 10 teams – (\$100 Max)
	Plumber/Electrician		*Regular Rate
Game Workers for Tournaments and Meets	Clock and Score Book	Varsity Team Tournaments Softball, Baseball, Soccer, Volleyball, and Powerlifting, Sub Varsity Middle School	\$15.00 Per Game*
	Online Ticket Seller/Scanner Cash Ticket Seller		\$15.00 per Game* *Not to exceed 8 games (120 Max)

Wrestling Workers	Meet Referees Clock Operator/Scorer Online Ticket Seller/Scanner Cash Ticket Seller	Wrestling	As Per District Plan/UIIL Rate
Powerlifting Meet Workers	Online Ticket Seller/Scanner Cash Ticket Seller	Powerlifting	\$10 per team not to exceed 10 teams (\$100 Max)
	Judges Scorers		\$100 Flat Rate \$125 Flat Rate

*Regular rates will apply at time and a half after a 40-hour work-week.

Student Worker

\$10/hr

Substitute Teacher Rates

Substitute Teacher: Non-Degreed	\$105 per day
Substitute Teacher : Non- Degreed after 30 days of continuous substitute for same classroom	\$115
Substitute Teacher: Degreed	\$135
Long Term Substitute Teacher Degreed: after 30 days of continuous substitute for same classroom	\$150
Substitute Teacher: Degreed & Certified Teacher	\$180
Long Term Substitute Certified Teacher : after 30 days of continuous substitute for same classroom	\$195
Counselor Substitute (long term coverage)	Minimum base counselor daily rate at campus level
Prin./Asst. Prin/CS Substitute (long term coverage)	Minimum base asst. prin/cs daily at campus level

Appendix

Bilingual Stipends

Bilingual stipends may not be combined

Elementary Bilingual Teacher: (Pre-K to 5th)

1. Teacher must be assigned to a Bilingual Core Content classroom requiring Bilingual certification/endorsement. Teacher must be the teacher of record for EL students per subject/per section.
2. Teachers must hold a Bilingual certificate /supplement/ endorsement or a permit for such assignment.

Teachers must fulfill contractual obligations in regards to employment to be eligible for the Bilingual stipend. Certain situations will require prorating the supplement for which the teacher qualifies. [Full details can be found here.](#)

Certified/Endorsed ESL Teacher (Middle School)

An ESL-certified/endorsed language arts teacher of record for identified ELL students. Applies to all ESL, Reading, Writing or ELD teachers (including Special Education teachers of record in self-contained settings). Does not apply to Special Education inclusion teachers or Special Education Co-teachers not of record

Certified/Endorsed ESL Teacher (High School)
An ESL-certified/endorsed language arts teacher of record for identified ELL students. Applies to all ESOL, English, or ELD teachers (including Special Education teachers of record in self-contained settings). Does not apply to Special Education inclusion teachers or Special Education Co-teachers not of record.

One-Time Sign on Bonus for Sped and Bilingual Certified

A one-time sign on bonus will be paid in 23-24 for fully certified NEW or (New to the Role in District) to the district teachers hired as an elementary bilingual or special education teacher. Any currently employed teacher that becomes fully certified in Bilingual/Special Education and is assigned to one of these roles in 23-24 SY will be eligible for the stipend. Any assignments done after the start of the year, the stipend will be pro-rated. Emergency permits, intern, waiver or probationary certification does not qualify as fully certified as eligibility for this sign-on bonus. Money will be paid at the end of each school semester.

- Teacher's that leave before the end of each semester their sign-on bonus will be prorated to the number of days worked.
- Teachers that resign at the end of the sign-on bonus eligibility year are not eligible for a sign-on bonus as a rehire for the following school year after resignation.

Fall Spring
\$3,000 - 1500/1500

Special Education Stipends

Certified/Endorsed Special Education Teacher - Elementary

Special Education Teacher who is fully certified in the area of special education and who provides direct instruction or related services to handicapped students.

Orientation and Mobility

V.I. Related Services

Teacher for the Visually-Impaired

Paid on a monthly basis - Assigned to the Special Education Department as a V. I. Teacher

Appendix

TE Stipends

Cosmetology, Culinary, Health Science, Agricultural or Engineering Teacher

Stipends are prorated based on assigned class periods

Welding Teacher

Must teach Dual Enrollment Welding

CTSO Sponsor, 2nd Sponsorship, State Qualifiers, National Qualifiers

Must meet guidelines: [CTE CTSO Sponsor Stipend Profile & Job Description](#)

STAAR /EOC Content Stipends

Only teachers who are a teacher of record, assigned to a core subject EOC/STARR tested area at the secondary level and teach at least 50% of a teaching schedule will be eligible to receive a content stipend of \$2,500. Stipend will be paid at the end of the school year. Teachers that leave prior to the end of school year, stipends will be pro-rated based on number of days worked.

Education & Leadership Stipends

Master's Degree

Classroom teachers of record:

- Masters in area of teaching assignment
- Masters in Teacher Leadership

National Board Certified

Classroom teacher of record who is National Board Certified.

Doctorate's Degree

Classroom teachers of record with a Doctorate in the area of assignment 2,000.00 above Masters

Mentor Teachers

Classroom teachers who serve as a mentor for a new to the District teacher. This stipend is dependent upon availability of funding. Mentor teachers will mentor a maximum of two teachers per year.

Mentor Principal

Experienced principal who serves as a mentor for a novice and/or new to the District principal. This stipend is dependent upon availability of funding. Mentor principals will mentor a maximum of two principals per year.

A Rating Campus

Principal	\$2,000
Assistant Principal(s)	\$1,000
Counselor/LPC	\$1,000
Curriculum Specialists	\$1,000
Deans	\$1,000
Teachers/Librarian	\$500

Wellness Program Campus Facilitator

To facilitate employee wellness and fitness for all DISD employees. (1 site per campus)

Digital Communication Manager

[Manager Profile & Job Description](#)

Lead Teachers (All Levels)

[Manager Profile & Job Description](#)

Appendix

Extracurricular Stipends

Curriculum Writing (Afterschool / Summer)

Teacher, Strategist, Inst. Coach, Librarian

Extracurricular Sponsor

High School

Yearbook Sponsor	\$1,500
Ambassadors or Equivalent	\$1,000

Middle School

Yearbook Sponsor	\$200
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Spelling Bee Coach

1 per campus - Coaches must conduct at least 6 – 30 to 45 minute practices. Documentation required

Battle of the Books Coach (One per campus)

- Additional \$100 for advancement to regional competition
- Additional \$100 for placing 1st at regional competition
- Coach must keep documentation, submitted to campus administrator, coaching sessions (minimum 17 hours)

Special Olympics (ONLY Professional Staff)

Assistant Coach (Special Ed. Certified)*	\$400
Coach (PE Certified)*	\$500
Coordinator (PE Certified)	\$2,500
Must be selected by a committee	
Head Coach (PE Certified)	\$1,000

* Must attend all certification training sessions and attend all events to receive the stipend.

AVID Coordinator

1 at High School level & 1 at Middle School level

Student Council/ NHS/ NJHS

Must have at least 30 students

A.C.E.S Coaches

Elementary

- A.C.E.S Sponsor: One per campus event

U.I.L. & Robotics Sponsors

Middle School

● U.I.L. Events

- U.I.L. Coordinator – Middle School \$1,500.00
- U.I.L. Sponsor \$750 (must attend all meets to receive stipend) One Act Play/duet acting \$350.00 (event)
- LIMITED TO ONE (1) EVENT PER SPONSOR. IN THE EVENT OF SHORTAGE, NO MORE THAN TWO (2) EVENTS PER SPONSOR WILL BE ALLOWED WITH PAY.

● FIRST Robotics Events

- FLL (First Lego League)
 - \$500 for sponsor and co-sponsor (must attend an RGV FLL competition to receive stipend)
 - Additional \$100 for each advancement or championship event for sponsors/cosponsors
 - Sponsors must keep documentation, submitted to campus administrator, for FLL coaching sessions (minimum of 17 hours per season)
- FTC (First Tech Challenge)
 - \$1,200 (must attend an RGV FTC competition to receive stipend)
 - Additional \$100 for each advancement or championship event for sponsors/cosponsors
 - Sponsors must keep documentation, submitted to campus administrator, for FTC coaching sessions (minimum of 25 hours per season)

High School

● U.I.L. Events

- U.I.L. Coordinator – High School -\$3,500.00
- Assistant Drama Director One Act Play -\$3,500
- \$1,200 per event \$100 per tournament ([Events](#))

Other Stipends

Teacher Perfect Attendance Incentive Stipend

The purpose of this stipend is to compensate teachers for having perfect attendance during each semester. The only absences that will not be counted against this stipend are absences for: **jury duty, non-personal subpoenas, and military deployments.** Fall/Spring \$400

Bus Driver Perfect Attendance Incentive Stipend (Due to Bus Driver Shortages)

The purpose of this stipend is to compensate bus drivers for having perfect attendance during each semester. The only absences that will not be counted against this stipend are absences for: **jury duty, non-personal subpoenas, and military deployments** Fall/Spring \$400

Appendix

Other Stipends

English-Spanish Translation Services

Identified by Communications & PR Dept - \$30 per hour

Stipend in Lieu of Reimbursement for District Travel Expense

Cabinet members	\$500 monthly
Speech Lang Path, Speech Lang Path Asst, Occ Ther, COTA, Phy Ther, Phy Ther Asst, Dignostician, Sped Social Worker, Sped. Counselor, LSSP, Dyslexia Teachers	\$200 monthly
Central Office administrators, CNP Coord, Dietitian	\$300 monthly
Strategists serving more than two campus, Public Relations Staff and Master, Technology Instructor	\$400 monthly
Secondary principals	\$800 yearly paid July to June
Elementary principals	\$800 yearly paid August to June

Elementary & Secondary School Emergency Relief Fund (ESSER)

ESSER retention stipends are contingent upon TEA approval of the DISD ESSER III application and will be paid in 2023-2024 to employees as follows:

- Teachers: \$3,000 total for the year. \$1,500 will be paid in December 2023 and \$1,500 will be paid in May 2024.
- All Other Full-Time Staff: \$2,000 total for the year. \$1,000 will be paid in December 2023 and \$1,000 will be paid in May 2024.

The stipend will be prorated depending on the employee's start date in 2023-2024, the FTE allocation size & is contingent upon the employee successfully working each semester in 2022-2023.

UT-On-Ramps

Teachers who teach UT-On Ramps courses will be paid \$350 per section at the end of each relevant semester.

College Bridge Teacher Stipend - TCLAS (to be paid in June)

Teachers will receive a \$100 stipend for each student who completes an English or Math College Bridge course with at least a 90% on both stage 1 and stage 2. Will be paid in June. [More information available here](#)

Teacher Incentive Allotment (TIA) Strategic Compensation

Cohort D participating campuses following TEA HB3 guidelines and approved TIA spending plan, will compensate identified, designated teachers with 90% of the available Allotment calculated based on:

- The level of socio-economic need at the identified school where the teacher works
- Level of designation
 - Recognized TIA Designation 1 – 90% of funds between \$3,000 - \$9,000 (based on TEA calculation)
 - Exemplary TIA Designation 2 – 90% of funds between \$6,000 - \$18,000
 - Master TIA Designation 3 – 90% of funds between \$12,000 - \$32,000
 - TEA allows 10% of each designated teacher's funds to be reinvested for designation system implementation and to help teachers to earn a designation.

Elementary Dyslexia Teacher

Following T.E.A. approved Dyslexia Grant Award Program guidelines, elementary dyslexia teachers will receive a \$2,000 yearly stipend for educator participation in required dyslexia trainings. The dyslexia teachers must attend all required trainings and be in contact with the Department of Academic Support for program compliance purposes. Stipend is in effect throughout the duration of the T.E.A. approved Dyslexia Grant Award Program.

Appendix

School Nurse Mentoring

RN assigned to mentor & supervise a licensed vocational nurse or health aide who serves as the primary campus nurse at a school. The RN will be paid \$200 at the end of the school year in May. - Retention Stipend - Health Service Staff

Custodial Tiered Compensation Stipend

Custodians that meet the tiered compensation structure will be eligible for the following stipends:

Tier 2- \$1,000

Tier 3- \$2,000

Athletic Stipend Protocol

1. Position is advertised internally
2. Applicants will submit a short letter of intent detailing qualifications for extra duty assignment
3. Letter of intent will be sent to athletic director
4. An informal interview will be conducted by Head Coach with a campus admin
5. Person selected will be notified of selection

Police Department Stipends NEW

- Stipend for CID (investigator) \$2,000
- Stipend of Corporal \$1,500
- Stipend for Lead Security Guard \$1,500

Officer Proficiency License Stipend

Intermediate Peace Officer	\$250
Advance Peace Officer	\$500
Master Peace Officer	\$750

Elementary & Middle School Principal Stipend based on student enrollment

Campuses that meet designated enrollment criteria by Oct. snapshot date will receive a stipend based on the enrollment schedule. Stipends will be paid at the end of the first semester.

Elementary

351-449 - \$2,500
450-549 - \$3,500
550-649 - \$4,500
650 -749 - \$5,500

Middle School

701-801 - \$2,500
802-902 - \$3,500
903-1003 - \$4,500
1004-1104 - \$5,500